

**System and Method for Establishing Automated
Resource Reduction Criteria**

ABSTRACT

A system and method for establishing automated resource reduction criteria is provided. An organization plans a resource reduction by identifying skill groups, such as "programmers," "engineers," and "business planner," that have surplus numbers of employees. For each of the identified skill groups, one or more evaluation templates is created. Evaluation templates may also be created based upon the level of the employee. For example, "junior programmers" would be evaluated using a different evaluation template than used for "senior programmers." Evaluation templates are used to build other evaluation templates by changing the review factors used by managers in evaluating the employees. The evaluation templates can be stored in a database for organization and retrieval and revised as needed to reflect the skills expected of employees within a particular skill group.